

DEFENSE CIVILIAN PERSONNEL DATA SYSTEM (DCPDS)



Air Force ACAT IAM Program

Total Number of Systems:	325
Total Program Cost (TY\$):	\$1571M
Average Unit Cost (TY\$):	\$0.5M
Life Cycle Cost (TY\$):	\$399M
Full-rate production:	3QFY00

Prime Contractor

Air Force Military Personnel Center

SYSTEM DESCRIPTION & CONTRIBUTION TO JOINT VISION 2010

The Defense Civilian Personnel Data System (DCPDS) will provide the software application tools and the requisite hardware to support civilian personnel mission requirements for DoD. Its genesis was the regionalization of DoD personnel data centers, with the consolidation of personnel service centers. DCPDS complements regionalization in that the automated tools it provides will facilitate the expected decrease in the personnelist to customer service ratio (from 1:50 to 1:100).

Some aspect of DCPDS will be installed at each level of the hierarchical personnel command chain. The main focus of DCPDS are the Regional Service Centers. They will receive the full DCPDS hardware and software. Other lower levels will receive a portion of the system suite commensurate with the scope of their operations and the willingness of their respective services to commit funds towards the project.

The basic design of the system is a client-server architecture. Data entered into the system at the Customer Support Units will update to the Regional Service Centers. The data base of record for each

service's region (and for each DoD agency) will reside at their respective Regional Service Center. The Civilian Personnel Management Service will keep a DoD enterprise data base for survey purposes.

Since regionalization is occurring concurrently with the development of DCPDS, it was necessary to develop software to streamline certain personnel functions for the regionalized environment as a stopgap measure. These personnel process improvement functions include:

- Training assignments.
- Job position development.
- Major personnel actions.
- Ad hoc data base search and query.

DCPDS supports the *information superiority* envisioned in *Joint Vision 2010* by providing a seamless integration of civilian personnel information within the Defense Department.

BACKGROUND INFORMATION

The four personnel process improvement functions, which are also known as the interim DCPDS system, underwent an OA in FY96. The OA indicated that personnel process improvements were not being employed by the personnelists in their day-to-day activities. As a result, little useful data could be collected regarding their performance. It was concluded that the sites had not implemented the personnel process improvements for a variety of reasons including:

- Insufficient training.
- Inadequate business process planning.
- Immature software.

DOT&E recommended that the implementation plans and training program be improved and that another OA be conducted in FY97. Hardware buys to implement the personnel process improvements, except for those necessary to ensure the continuation of the separate personnel center regionalization program, were put on hold until personnel process improvements were shown to be operationally effective and suitable.

An OA on the interim suite of personnel process improvements was conducted in early 1997 at several operating DCPDS sites involving the Services (Air Force, Army, Navy, and Marine Corps) and other non-Service organizations (such as Washington Headquarters Service). This OA focused on the interim system's ability to support civilian personnel operations in a regionalized environment. The OA also evaluated progress in the developmental effort to produce the objective modernized DCPDS.

The results indicate that personnel process improvements were being used profitably by most of the sites surveyed. In general, the personnelists found them superior to the legacy systems because they made their jobs easier to perform by automating tasks once done manually. However, the OA also found that effective use of the personnel process improvements depended to a larger degree on the development of a strong infrastructure, including the level of resources and time devoted to implementing the revised business practices that the interim system requires for improved productivity. The interim system generally performed better at the sites that put more resources towards implementing the interim system.

The 1997 OA also showed that there is a moderate risk that the objective DCPDS will not be delivered on time or ready for OT&E. Deficiencies were found in the areas of programmatic documentation, traceability of operational requirements through system design documentation in the production software, and degree of software development completion.

During FY98 and early FY99, T&E activities were limited to developmental and technical testing. This activity included software unit testing and integration testing in which the system's end-to-end performance was tested in a laboratory environment. The formal Software Qualification Test (SQT), the last DT prior to OT, was initiated. Representatives from the components participated in the integration testing and the SQT.

TEST & EVALUATION ACTIVITY

During FY99, efforts continued in executing SQT. Although the Qualification Operational Test and Evaluation was scheduled to begin in 2QFY99, difficulties encountered during SQT were not sufficiently resolved for QOT&E to begin. Category II problems were still being encountered and corrected into 1QFY00.

TEST & EVALUATION ASSESSMENT

The Qualification Operational Test and Evaluation for the objective DCPDS is currently scheduled for early 2000. The focus of the test will be on system performance, data accuracy, data synchronization, interoperability, information security, reliability, maintainability, and availability.

Based on the results of the OA on the interim system, there is high likelihood that the success of the target system will depend heavily on:

- The ability of the user sites to formulate realistic business process implementation plans.
- The availability of resources, including people, training programs, and hardware infrastructure to implement DCPDS.

